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Eighth meeting of the Technical Preparatory Committee of the Whole

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Item 18 of the provisional agenda*

ECONOMIC COMMISSION FOR AFRICA

Twenty-second session of the Commission/ thirteenth meeting of the Conference of Ministers

Addis Ababa, Ethiopia
23 - 27 April 1987

Item 6 of the provisional agenda**

LC/NAIROBI

STAFF AND ADMINISTRATIVE QUESTIONS

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* E/ECA/TPCW.8/1.
** E/ECA/CM.13/1.

1187-674

1. This report is submitted in accordance with Conference of Ministers resolution 242 (XI) of 23 February 1973 and a number of subsequent decisions relating to personnel and administrative questions which requested the Executive Secretary to provide biennial reports on issues of general administration and personnel management of interest to member States.

2. The report covers action taken and progress made in implementing policy directives on ECA staff Africanization activities, career development, training, financial resources availability, and major building construction. The opportunity has been used to clarify the staffing structure and policy guidelines of the United Nations Secretariat. Detailed statistical information, to permit an assessment of the ECA secretariat's achievements in fulfilling the directives set forth by the Conference of Ministers at various sessions within the constraints of resources availability, has been provided in the annexes to this report.

3. The staffing structure of the United Nations Secretariat consists of two main categories:

(a) Posts of a continuing nature, whether established by decision of the General Assembly or funded from overhead resources;

(b) Posts of short-term duration, funded by donations commonly known as extrabudgetary resources.

In the area of personnel this paper concerns itself with Professional-level posts in the first category which are subject to geographical distribution.

Principle of geographical distribution

4. The United Nations policy guidelines on recruitment of this category of staff are contained in the Charter, particularly Articles 8 and 101. Article 101, paragraph 3, states that "the paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible." In other words, the United Nations Charter provides for the recruitment of staff for ECA from countries outside the African region, so long as due regard is paid to the above principle.

5. As regards the policy of staff Africanization, it should be reported that at the end of December 1986, 158 professional posts subject to geographical distribution were held by Africans, as shown in annex 1 of this report. As for non-African professionals, the total number at the same date was 26. Therefore, the proportion of African professionals over the total in ECA stood at 86 against 14 per cent for non-Africans.

6. Annex 1 shows as well that the number of African countries which are unrepresented in the ECA secretariat has grown unfortunately to 11, i.e., Angola, Botswana, Cape Verde, Djibouti, Equatorial Guinea, Gabon, Guinea-Bissau, Morocco, Mozambique, Sao Tome and Principe and Seychelles. It may be noted that three of the above member countries, namely Gabon, Guinea Bissau and Sao Tome and Principe, are not represented at all in the Secretariat. Unfortunately, the freeze on external recruitment introduced in March 1986 and extended through 1987 as a result of the financial crisis, makes the remedial action in this field rather difficult, as the only possibility of filling the above gaps of representation in the ECA secretariat is provided by the redeployment of staff from other duty stations to ECA. Furthermore, it must be added that together with the freeze on recruitment, the Secretariat has started implementing a programme of staff reduction which is supposed to decrease the total number of regular budget posts by 15 per cent over the next three years (1987/1988/1989). Therefore, the period of time ahead will be one of the most difficult in the history of the United Nations as far as staffing and financial resources are concerned.

7. However, as underlined in Headquarters' instructions based on General Assembly resolutions, all efforts will be made to maintain a balanced geographical distribution among the staff of ECA.

8. As regards over-represented African countries, a comparison with the previous report on the subject (E/ECA/CM.11/59 of 18 February 1985) shows that, with the exception of Mauritius, staff members from all other such countries have decreased in number.

9. As regards the General Service category, the number of posts occupied by Africans on 31 December 1986 was 526 as against 18 from non-African countries at the same period; therefore, the proportion of African General Service staff members was 96.5 against 3.5 per cent for non-Africans. In November 1984, these figures were 564 and 19 respectively.

Training, staff development and career development

10. Occupational and language training activities have continued in 1985-1986. Staff members enrolled for Arabic, English and French language training numbered 811 in 1985 and 827 in 1986, while those enrolled for occupational training numbered 252 in 1985 and 49 in 1986. The areas covered by occupational training and seminars include administration and personnel procedures for supervisors, project planning and appraisal, computer programming, planning and programming issues, internal evaluation systems as well as induction courses for new staff members. Language courses for Arabic, English and French included also shorthand, drafting and advanced writing. The training activities play an important role in improving the performance of the staff members.

11. The competitive examinations for promotion from the General Service to the Professional level were organized for staff members of ECA in 1985 and 1986 providing important opportunities for individuals in their career development.

Financial resources

12. As mentioned in paragraph 6 above, the financial situation of the Organization was characterized by a crisis of unprecedented proportion. The regular budget for the biennium 1984-1985 initially provided ECA with $US 46,312,300 compared with $US 48,166,300 voted under the 1986-1987 budget. In other words, there has been a small increase in regular budget resources between 1984-1985 and 1986-1987. Expenditure incurred by ECA in support of operational and substantive extrabudgetary activities in the 1984-1985 biennium stood at $US 13,086,100 compared with an estimated expenditure of $US 16,379,100 in the biennium 1986-1987. Therefore, according to our estimate of extrabudgetary resources, we expect some additional resources in the biennium 1986-1987 as compared with the biennium 1984-1985.

13. Although the initial budget appropriations provided to ECA for the biennium 1986-1987 showed an increase over the biennium 1984-1985, the 1986 allotments have been reduced to $US 19,677,300 from an expected level of $US 22,256,000 as a result of the economy measures introduced by the Secretary-General in relation with the financial crisis experienced by the United Nations. As the economy measures have been continued in 1987, the 1987 allotments received for the first six months of the year are lower than the level of last year's reduced resources. In fact, the six-month allotment amounts to $US 9,084,500 and we have no reason to hope that the allotment for the second semester will be higher. This reduction will certainly affect the programme delivery for the biennium 1986-1987. In this respect, the number of experts employed was 70 on 31 December 1986 (61 of which were from African States and 9 from non-African States) against a total of 72 in November 1984 (59 of which were from African States and 13 from non-African States).

Conference facilities

14. The negotiations with Headquarters for the construction of new conference facilities in Addis Ababa had been concluded during the period preceding this report. Further to that positive conclusion, international tenders were launched for the selection of quantity surveyors/project management consultants and architectural/engineering consultants. However, under the pressing circumstances of the financial crisis the General Assembly has approved postponement of implementation of the project through 1987.

15. Since Arabic was adopted as an official working language of the Commission in 1975, difficulties have been experienced in filling the already limited Arabic translators posts at ECA. From 1982 to 1985, the Libyan grant of $US 200,000 which helped to supplement the limited regular budget resources made it possible to translate by a combination of regular staff and free-lancers a number of documents for the policy-making organs meetings and for a selected number of sectoral ministerial meetings. By the end of 1985, the Libyan grant was almost exhausted and with the critical financial crisis facing the United Nations which resulted in drastic cuts in all budget lines including temporary assistance for meetings, the secretariat found itself in a position where it can only translate into Arabic a handful of documents. It is feared that the Arabic Translation Unit already stretched will experience this situation for some time, unless the Libyan Arab Jamahiriya's example is emulated by other States of the Commission to make available to ECA funds to help it strengthen the Arabic Unit. Our hopes in this respect lie in the forthcoming Pledging Conference.

16. In conclusion, the period under consideration in this report is deeply marked by the financial crisis which is far from over. Under the circumstances, the events considered in this report should be seen as a step towards a new situation in the secretariat which will emerge after the 1986-1989 critical period. The restructuring of the Secretariat decided upon by the General Assembly on the basis of the report of the Group of 18, including the reduction of staff by 15 per cent, is introducing considerable changes in the staffing and administrative structure of the United Nations Secretariat. Against this background, ECA is making efforts aimed at adapting itself to the new challenging circumstances. The final goal of ECA is to have a streamlined staff and administrative structure which is more effective as to pursue more vigorously its activities in favour of the social and economic development of Africa in the years ahead.

Annex I.A

PROFESSIONAL POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AS OF 31 DECEMBER 1986
(AFRICAN STATES)

	USG	D-2	D-1	P-5	P-4	P-3	P.2/1	TOTAL ECA	TOTAL UN	DESIRABLE RANGE
Algeria	-	-	1	-	-	-	-	1	19	4-14
Angola	-	-	-	-	-	-	-	-	1	2-12
Benin	-	-	1	-	-	2	1	4	8	2-12
Botswana	-	-	-	-	-	-	-	-	2	2-12
Burkina Faso	-	-	1	-	2	-	-	3	6	2-12
Burundi	-	-	-	-	-	3	-	3	4	2-12
Cameroon	-	-	1	-	2	3	-	6	8	2-12
Cape Verde	-	-	-	-	-	-	-	-	1	2-12
Central African Republic	-	-	-	-	-	1	-	1	2	2-12
Chad	-	-	-	-	1	2	-	3	5	2-12
Comoros	-	-	-	-	-	1	1	2	2	2-12
Congo	-	-	-	2	1	2	-	5	8	2-12
Côte d'Ivoire	-	-	-	-	2	-	2	4	11	2-12
Djibouti	-	-	-	-	-	-	-	-	1	2-12
Egypt	-	-	1	1	1	-	-	3	14	3-13
Equatorial Guinea	-	-	-	-	-	-	-	-	1	2-12
Ethiopia	-	-	-	-	3	1	5	9	25	2-12
Gabon	-	-	-	-	-	-	-	-	0	3-12
Gambia	-	-	-	2	-	2	-	4	9	2-12
Ghana	-	-	1	-	-	3	1	5	18	2-12
Guinea	-	-	-	2	-	-	-	2	6	2-12
Guinea-Bissau	-	-	-	-	-	-	-	-	0	2-12
Kenya	-	-	1	2	2	-	-	5	13	2-12
Lesotho	-	-	-	-	-	1	1	2	7	2-12
Liberia	-	-	-	-	2	2	-	4	10	2-12
Libyan Arab Jamahiriya	-	-	1	-	-	-	-	1	7	6-16
Madagascar	-	-	-	1	3	1	1	6	10	2-12
Malawi	-	-	1	1	3	2	-	7	8	2-12
Mali	-	-	-	1	4	5	-	10	13	2-12
Mauritania	-	-	-	-	-	-	1	1	4	2-12
Mauritius	-	-	-	1	3	-	-	4	15	2-12
Morocco	-	-	-	-	-	-	-	-	13	3-13
Mozambique	-	-	-	-	-	-	-	-	1	2-12
Niger	-	-	-	-	1	1	-	2	5	2-12
Nigeria	1	-	1	2	-	-	1	5	18	5-15
Rwanda	-	-	-	-	-	2	-	2	3	2-12
Sao Tome and Principe	-	-	-	-	-	-	-	-	0	2-12
Senegal	-	-	1	1	2	7	1	12	14	2-12
Seychelles	-	-	-	-	-	-	-	-	2	2-12
Sierra Leone	-	-	1	-	4	1	-	6	16	2-12
Somalia	-	-	-	-	-	2	-	2	13	2-12
Sudan	-	-	-	1	3	1	-	5	11	2-12
Swaziland	-	-	-	-	-	3	-	3	5	2-12
Togo	-	-	-	-	1	1	1	3	8	2-12
Tunisia	-	-	-	-	1	1	-	2	20	3-12
Uganda	-	-	-	-	3	1	-	4	12	2-12
United Republic of Tanzania	-	-	-	1	4	1	-	6	19	2-12
Zaire	-	-	1	-	2	3	-	6	12	2-12
Zambia	-	-	-	1	1	2	-	4	10	2-12
Zimbabwe	-	-	-	1	-	-	-	1	6	2-12
Total	1	-	13	20	51	57	16	158	426	113-611

Annex I.B

PROFESSIONAL POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AS OF 31 December 1986
(NON-AFRICAN STATES)

	USG	D-2	D-1	P-5	P-4	P-3	P.2/1	TOTAL
Bangladesh	-	-	-	1	-	-	-	1
Belgium	-	-	-	1	-	-	1	2
Brazil	-	-	-	1	-	-	-	1
Bulgaria	-	-	-	1	-	-	-	1
Canada	-	-	-	1	-	-	-	1
Chile	-	-	-	-	-	-	1	1
Cyprus	-	-	-	-	-	1	-	1
Germany, Federal Rep. of	-	-	-	-	1	-	1	2
Italy	-	-	-	1	-	-	1	2
Pakistan	-	-	-	-	-	-	1	1
Peru	-	-	-	-	-	-	1	1
Philippines	-	-	-	-	-	-	1	1
Spain	-	-	-	-	1	-	-	1
United Kingdom	-	-	-	2	-	-	1	3
United States of America	-	-	-	-	-	2	-	2
USSR	-	-	-	1	3	-	1	5
Total	-	-	-	9	5	3	9	26

Annex I.C

ALLOCATION OF EXPERT POSTS IN ECA AMONG AFRICAN STATES

AS OF 31 DECEMBER 1986

	L-7	L-6	L-5	L-4	L-3	L-2/1	TOTAL
Algeria	-	-	1	-	-	-	1
Benin	-	-	1	-	-	-	1
Burundi	-	-	-	-	1	1	2
Cameroon	-	-	1	2	-	1	4
Congo	-	-	-	-	4	-	4
Côte d'Ivoire	-	-	-	-	1	-	1
Egypt	-	2	-	-	-	-	2
Ethiopia	-	-	3	-	2	6	11
Ghana	-	1	2	1	1	-	5
Guinea	-	-	-	-	1	-	1
Kenya	-	-	-	1	-	1	2
Lesotho	-	-	1	-	-	-	1
Libyan Arab Jamahiriya	-	-	-	1	-	-	1
Madagascar	-	-	1	-	-	-	1
Malawi	-	-	-	-	1	-	1
Mali	-	-	1	2	1	-	4
Mauritius	-	-	-	1	-	-	1
Niger	-	-	1	-	-	-	1
Nigeria	-	-	2	2	-	-	4
Senegal	-	-	1	2	-	2	5
Togo	-	-	1	-	2	-	3
Uganda	-	-	1	-	-	-	1
United Republic of Tanzania	-	-	-	-	1	-	1
Zaire	-	-	-	1	2	-	3
Total	-	3	17	13	17	11	61

Annex I.D

EXPERT POSTS ENCUMBERED BY NON-AFRICANS

AS OF 31 DECEMBER 1986

	L-7	L-6	L-5	L-4	L-3	L-2/1	TOTAL
France	-	-	-	1	-	-	1
India	-	-	2	2	-	-	4
Poland	-	-	-	1	-	-	1
United Kingdom	-	-	1	-	-	-	1
United States of America		-	-	1	-	-	1
Yugoslavia	-	1	-	-	-	-	1
Total	-	1	3	5	-	-	9

Annex II.A

GENERAL SERVICE POSTS IN ECA ENCUMBERED BY AFRICANS
AS OF 31 DECEMBER 1986

Benin	3
Burundi	3
Cameroon	14
Côte d'Ivoire	1
Egypt	1
Ethiopia	441
Ghana	3
Liberia	1
Madagascar	1
Mali	3
Mauritius	1
Morocco	5
Namibia	1
Niger	9
Nigeria	3
Rwanda	7
Senegal	4
Sierra Leone	1
South Africa	3
Sudan	1
Tunisia	1
Uganda	5
United Republic of Tanzania	4
Zaire	4
Zambia	5
Zimbabwe	1
Total	526

Annex II.B

GENERAL SERVICE POSTS IN ECA ENCUMBERED BY NON-AFRICANS

AS OF 31 DECEMBER 1986

Canada	1
France	2
Germany, Federal Republic of	1
Greece	1
India	6
Italy	1
Jamaica	2
Lebanon	1
Philippines	2
United Kingdom	1
Total	18

Annex III

ESTABLISHED POSTS IN THE REGULAR BUDGET

(ECONOMIC COMMISSION FOR AFRICA - SECTION 13)

CATEGORY AND LEVEL	1982	1983	1984	1985	1986
USG	1	1	1	1	1
ASG	-	-	-	-	-
D-2	1	1	1	1	1
D-1	13	17	18	18	18
P-5	33	35	37	37	39
P-4	53	54	56	56	58
P-3	67	75	76	76	76
P-2/1	31	31	30	30	30
TOTAL PROFESSIONAL POSTS	199	214	219	219	223
LOCAL LEVEL	388	395	399	399	403
GRAND TOTAL	587	609	618	618	626